Nurses Recruitment and Retention Fund
Annual Report
April 1, 2001 – March 31, 2002

The following individuals are members of the Nurses Recruitment and Retention Fund Committee:

Barbara Hague, Manitoba Health (Chair)
Pat Hosang, Manitoba Health
Randy Lock, RHAM
Jan Currie, WRHA
Maureen Hancharyk, MNU
Irene Giesbrecht, MNU

Rose Dziadekwich is the Facilitator for the Nurses Recruitment and Retention Fund.

RECRUITMENT:

The Nurses Recruitment and Retention Fund continues to assist in the recruitment of nurses to Manitoba by supporting the 'Come Home to Manitoba' campaign which includes:

- Display booths and handouts to support representatives at 7 local and national job fairs.
- The Nurses Recruitment and Retention Fund Line has received over 2,700 calls from individuals requesting information on relocating to Manitoba and job opportunities within the province. Over 375 relocation packages were sent in response to these inquiries.
- Advertisements in 6 local and national newspapers, nursing journals and publications.
- Website access with links to the Nurses Recruitment and Retention Fund. The site averaged 1,300 hits per month, up from 590/month for last year.
- Regular distribution and posting on the website of the Nurses Recruitment and Retention Fund Update. Three mail outs of the update have been completed this year with over 1,000 copies distributed with each mail out.

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RELOCATION ASSISTANCE:

- The 'Come Home to Manitoba' campaign continues to provide relocation assistance of up to $5,000 to nurses coming to Manitoba. Since the fund was established, almost 500 nurses have applied and been paid relocation assistance (Appendix 1). In the past year, 178 nurses moved to Manitoba to work. Applications continue to be received from nurses requesting assistance with their move.

RETURN TO PRACTICE:

- Financial support of 80% of course costs (up to $2000) per individual, continues to be provided to nurses taking nursing refresher training.
- In the past year, 100 additional nurses have applied for assistance. Of the over 300 nurses who have received financial support since the fund was established, almost 150 nurses have completed refresher training programs, and 137 are currently employed throughout the Regional Health Authorities (Appendix 2).
- 20 foreign-trained nurses completed an additional "Option B" RN Refresher program designed to facilitate the re-entry of these individuals into the nursing workforce.
- Funding of up to $90,000 was provided to Red River College for additional resources to provide support for the RN Refresher Program.

RETENTION:

CONTINUING EDUCATION:

- Initial funding of $3.0 million was allocated to RHA's to support continuing education and staff development of Registered Nurses, Licensed Practical Nurses, and Registered Psychiatric Nurses on a provincial basis, based on their nursing population.
- Regional Continuing Education Committees continue to oversee use of these funds. Over 1.3 million of the initial $3.0 million has been paid to the RHA's for Continuing Education support.
- Over 1800 applications for funding of individual courses and conferences have been granted, and over 1500 nurses have attended group sessions presented throughout the RHA's on various topics.

FUNDING FOR SPECIALTY PROGRAMS:

This year the fund has supported the following:

- ICU courses
- A Perioperative Nursing Program for the Brandon Regional Health Authority.
- Development of an Emergency Nursing Course by Long Distance Education through Red River College.

In the past year, 39 nurses received funding from the Nurses Recruitment and Retention Fund for specialty training programs as follows:

- 25 completed ICU courses
- 14 completed Perioperative Nursing Courses
- 3 nurses are presently enrolled in the Emergency Nursing program by long distance Education.

NURSING EDUCATION:

- Up to $265,000 in funding has been provided to the U of M Faculty of Nursing for forgivable loans to 3rd and 4th year nursing students who enroll in Nursing Summer Term 2002. 153 students enrolled in 2001 NST, and 132 will receive funding for the 2002 NST session.
- Over 300 information packages identifying funding sources for individuals interested in pursuing nursing education programs have been sent this year.

NURSES RECRUITMENT & RETENTION FUND
FINANCIAL REPORT TO MARCH 31, 2002

	INITIATIVE	Apr.1/99 to Mar.31/00	Apr.1/00 to Mar.31/01	Apr.1/01 to Mar.31/02	Approved	Committed
ADVERTISING:	Job Fairs	9 attended $36,310.00	9 attended $46,200.00	7 attended $27,243.00		$109,753.00
	Nurses Recruitment & Retention Fund Line	Over 2,400 calls	Over 3,000 calls	Over 2700 calls		
	Relocation Packages	Over 1200 pkgs sent	Over 750 pkgs sent	Over 375 packages sent		
	Website	Average 425 hits per month	Average 590 hits per month	Average 1300 hits per month		
	Mail outs & posting of Recruitment & Retention Fund Updates on Website	Over 5,000 sent	Over 4,000 updates sent	Over 3,000 updates sent		
	Advertising	10 ads submitted	5 ads submitted	6 ads submitted		$164,934.00
	General Printing/ Office Costs					$44,836.00
RELOCATION	Relocation Assistance	106 nurses	205 nurses	178 nurses	$362,339.00	$2,137,661.00
RETURN TO PRACTICE	Nursing Refresher Training Assistance	RN completed- 28 LPN completed-3 RPN completed-0	RN completed – 51 LPN " – 15 RPN " – 3	RN – 42 LPN – 8 RPN – 1	$64,272.00	$439,463.00
	Support for RN Refresher Program					$90,000.00
RETENTION:						
	WRHA ICU Course		4	15		$29,354.00
	Brandon RHA ICU Course		5			$95,030.00
	Neonatal Pediatric ICU Course		5	10		$129,441.00
	WRHA Perioperative Course		14	10		$156,000.00
	Brandon RHA Perioperative Course		4	4		$121,946.00
	Red River College: Development of ER course by long distance			3	$27,835.54	$52,320.46
NURSING EDUCATION	Forgivable Loans U of M NST Sessions	80 students $160,000	153 students $200,000.00	132 students $265,000.00		$560,000.00
	LPN Bridging U of M					$15,000.00
	Funding Sources for Basic Nursing Education Programs					$1,495.00
	Forgivable Loans Brandon University (BScPN Program) NST 2001		14 students $28,000.00			$28,008.00
CONTINUING EDUCATION	Continuing Education funding for RHAs				$1,635,269.00	$1,364,731.00
TOTAL:					$2,089,715.54	$5,539,972.46

Relocation Applications Submitted to Nurses Recruitment and Retention Fund

Date:	*March 31/02*
No. of Applications Approved	*475*

Where applicants relocated from:

Province	No. of Applicants
Nunavut	2
NWT	3
Yukon	3
British Columbia	66
Alberta	39
Saskatchewan	21
Ontario	89
Quebec	11
New Brunswick	16
PEI	2
Nova Scotia	21
Newfoundland	12
Labrador	2
USA	75
Philippines	79
British West Indies	1
Saudi Arabia	5
England	5
Australia	4
Monaco	1
Bahamas	1
New Zealand	1
Korea	5
Other	11
TOTAL:	**475**

Relocation Applicants Employers

Name of Facility	No. of Applicants
Misericordia	4
HSC	111
SBGH	90
Grace	12
Victoria	29
SOGH	17
Deer Lodge	8
Concordia	6
Crisis Stabilization Unit	3
Public Health	8
Home Care/Community	8
Long Term Care	66
Youville Clinic	2
Cancer Care	3
Addiction Foundation of Manitoba	1
Manitoba Health	3
	Total: 371
Rural Health Authorities	
Brandon	27
Parklands	17
Churchill	8
North Eastman	5
Norman	3
South Eastman	5
South Westman	2
Burntwood	22
Central	4
Interlake	9
Marquette	2
	Rural RHA Total: 104
TOTAL:	**475**

Nursing Refresher Programs

Applications:	
RN Applicants Regular Program	195
RN Applicants: Option B (Sep. 00 intake)	20
LPN Applicants	64
RPN Applicants	13
TOTAL:	***292***

Terminations:	
RN Applicants:	21
LPN Applicants:	11
RPN Applicants	0
TOTAL:	***32***

Completed Nursing Refresher Program				
DATE	***2000***	***2001***	***Mar/02***	***TOTAL***
RN Applicants:	28	51	42	121
LPN Applicants:	3	15	4	22
RPN Applicants:	0	3	1	4
TOTAL:	31	69	47	147

Refresher Applicant Employers

Name of Facility	RN	LPN	RPN	Total
WRHA:				
Misericordia				
HSC	14			14
SBGH	12			12
Grace	1			1
Victoria	5			5
SOGH	4	1		5
Deer Lodge	8			8
Concordia	5			5
Riverview	6			6
Long Term Care	12	6		18
Home Care	9	1		10
Children's	1			1
Other	4	3		7
WRHA TOTAL:	81	11	0	92
Rural RHA's:				
Brandon	9	2	1	12
Parkland		2	1	3
Churchill				
North Eastman		1		1
N0R-MAN	1			1
South Eastman	1			1
South Westman	4	1		5
Burntwood	1			1
Central	9	3	1	13
Interlake	4	2	1	7
Marquette	1			1
Total Rural RHA	**30**	**11**	**4**	**45**
TOTAL	**111**	**22**	**4**	**137**

* ***Unable to determine employer as of March 31/02: 10***